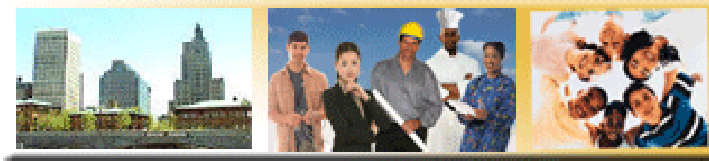




# **Governor's Workforce Board** **Rhode Island**

**Today's Vision...Tomorrow's Opportunity**



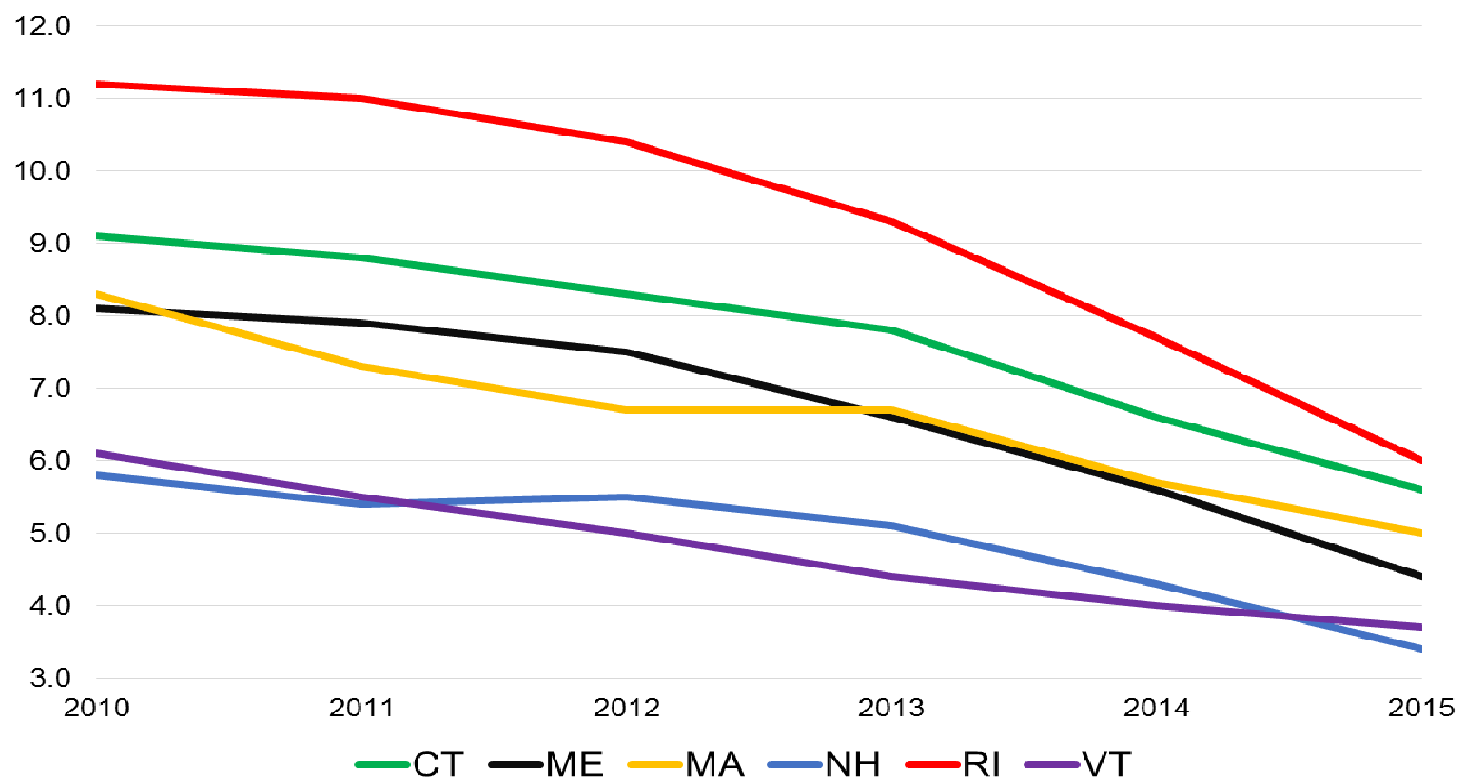
## **GOVERNOR'S WORKFORCE BOARD – RI** **ANNUAL BOARD RETREAT** **Thursday October 20, 2016** **Rhode Island College**

# Objectives and Overview of the Day

1. Four strategy areas, for each, we will reflect on investments and progress made in past two years, and look at data to inform future direction
  - Demand-driven and Strategic Investments (60min)
  - Career Pathways (60min)
  - Aligned Policy, Data and Performance (30min)
3. Arrive at a consensus of priorities for FY18-FY19 Biennial Plan
4. Next Steps...
  - Revise/adjust with your feedback
  - Go “on the road” to engage with additional public stakeholders
  - Finalize and submit plan

HOW IS **RHODE ISLAND'S** ECONOMY AND WORKFORCE DOING?

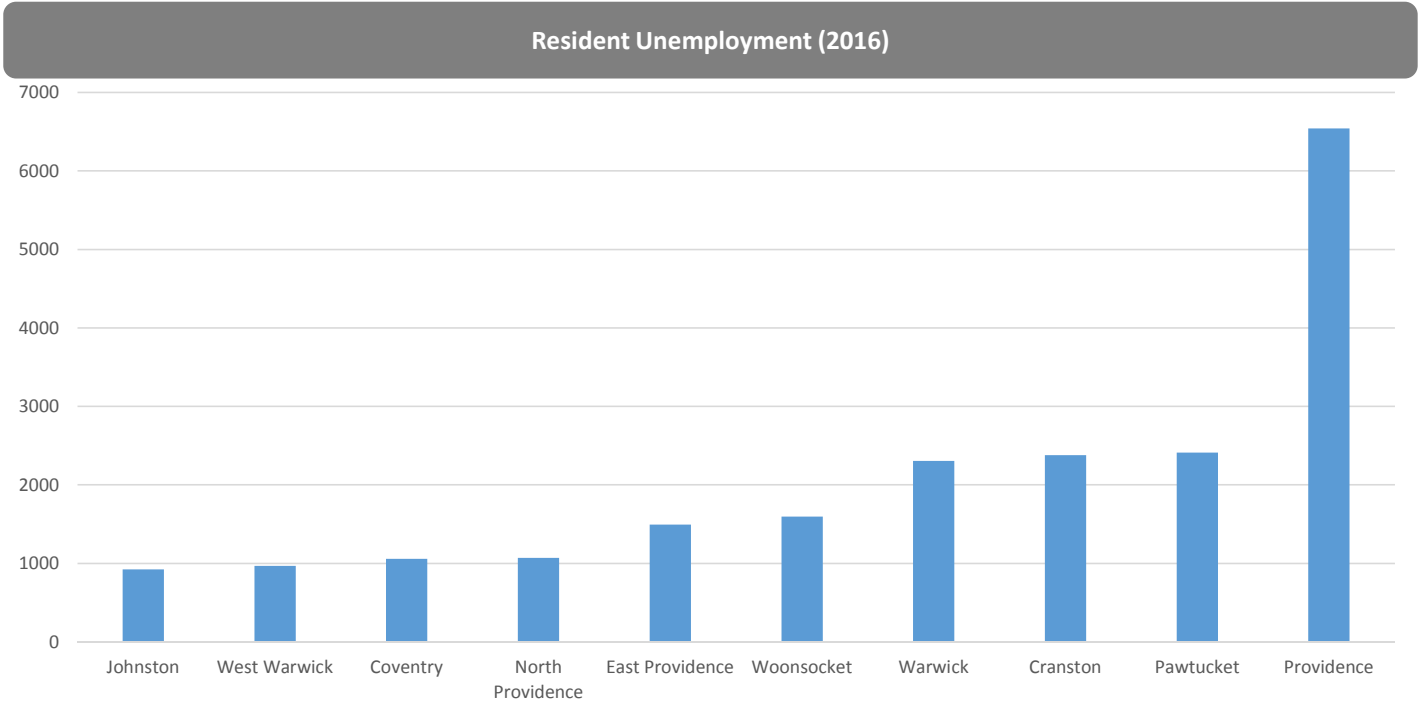
## The Good News: **Rhode Island's** economy is bouncing back



### Seasonally Adjusted Unemployment Rates August 2016

RI	5.6
MA	3.9
CT	5.6
ME	4.0
NH	3.0
VT	3.3

# The Bad News: Thousands of Rhode Islanders are still unemployed or underemployed



Average unemployment rates	
Youth 16-19	20%
Latinos	11%
People with a disability	12%

Source: Current Population Survey.  
September 2016 is October 2015-September 2016 12-month average.  
\*\*Asian & Disability rates are 2015 Annual Average from American Community Survey  
\*Based on 2016 BLS data and 2010-2014 census data

## ...and employers in **Rhode Island** still struggle to find qualified workers

- Nearly 60% of Rhode Island employers surveyed report having a very hard time filling vacancies in high-skill positions.
- The two greatest barriers employers face in hiring middle and high-skill positions are lack of job-specific technical skills and lack of relevant work experience.
- The #1 request from surveyed employers is to strengthen educational programs that prepare students for jobs and careers in high-demand occupations and industries.

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### **Snapshot: Defense Sector**

- 66% of RI companies doing business with the Department of Defense see expansion opportunities
  - 91% of companies have difficulty hiring to support their workforce needs
  - Largest workforce needs are supporting undersea technology and cybersecurity

In order to make Rhode Island competitive and continue improving the economy, we must focus on specific high-growth, high-wage industries. Brookings identified the following target areas.

Opportunity



Transportation,  
Distribution, and  
Logistics



Arts, Education,  
Hospitality, and Tourism

Advanced



Defense Shipbuilding and  
Maritime



IT-Software, Cyber-  
Physical Systems, and  
Data Analytics



Advanced Business Services



Biomedical Innovation



Design, Food, and Custom  
Manufacturing

Example:

**Cluster is growing:** Expected compounded annual growth rates within the biomedical innovation cluster:

- Drugs for neurological disorders: **8.5%**
- Medical devices: **7.5%**
- Clinical healthcare IT technologies: **16.1%**

**Cluster supports good jobs:** Almost 50% of jobs in the biomedical innovation cluster are good-paying.

The jobs in high-growth, high-wage industries will require more technical skills & advanced degrees.

By 2020, more than 70% of Rhode Island’s jobs will require some education beyond high school, yet right now, only 43% of Rhode Island adults have an associate’s degree or higher.\*

\*Projection based on Georgetown University Study, 2014

Title	2014	2024	Most Frequent Education Requirement
	Average Employment	Projected Employment	
Management	25,719	27,743	Bachelor's
Business and Financial Operations	25,983	29,230	Bachelor's
Computer and Mathematical	13,892	16,131	Bachelor's
Architecture and Engineering	7,708	8,304	Bachelor's
Education, Training, and Library	32,125	33,411	Bachelor's
Healthcare Practitioners and Technical	36,274	39,675	Bachelor's and Higher



## Even today we can see a skills gap by looking at the open jobs and job-seekers

### Labor Supply & Demand by Major Occupational Division

<u>Occupational Group</u>	<u>Job postings</u>	<u>Unemployed</u>
Management	1,355	729
Life, Physical, & Social Science	102	54
<b>Business &amp; Financial Operations</b>	<b>655</b>	<b>328</b>
Education, Training, & Library	465	221
Protective Service	211	77
Sales & Related	1,620	412
<b>Architecture &amp; Engineering</b>	<b>329</b>	<b>76</b>
<b>Healthcare Support</b>	<b>1,031</b>	<b>219</b>
<b>Computer &amp; Mathematical</b>	<b>911</b>	<b>169</b>
Legal	121	22
<b>Healthcare Practitioners &amp; Technical</b>	<b>2,458</b>	<b>193</b>

For some occupational groups –mostly in STEM - there are up twelve times as many job postings than there are qualified unemployed workers.

WHAT ROLE DOES THE **GOVERNOR'S WORKFORCE BOARD** PLAY IN  
THIS EFFORT?

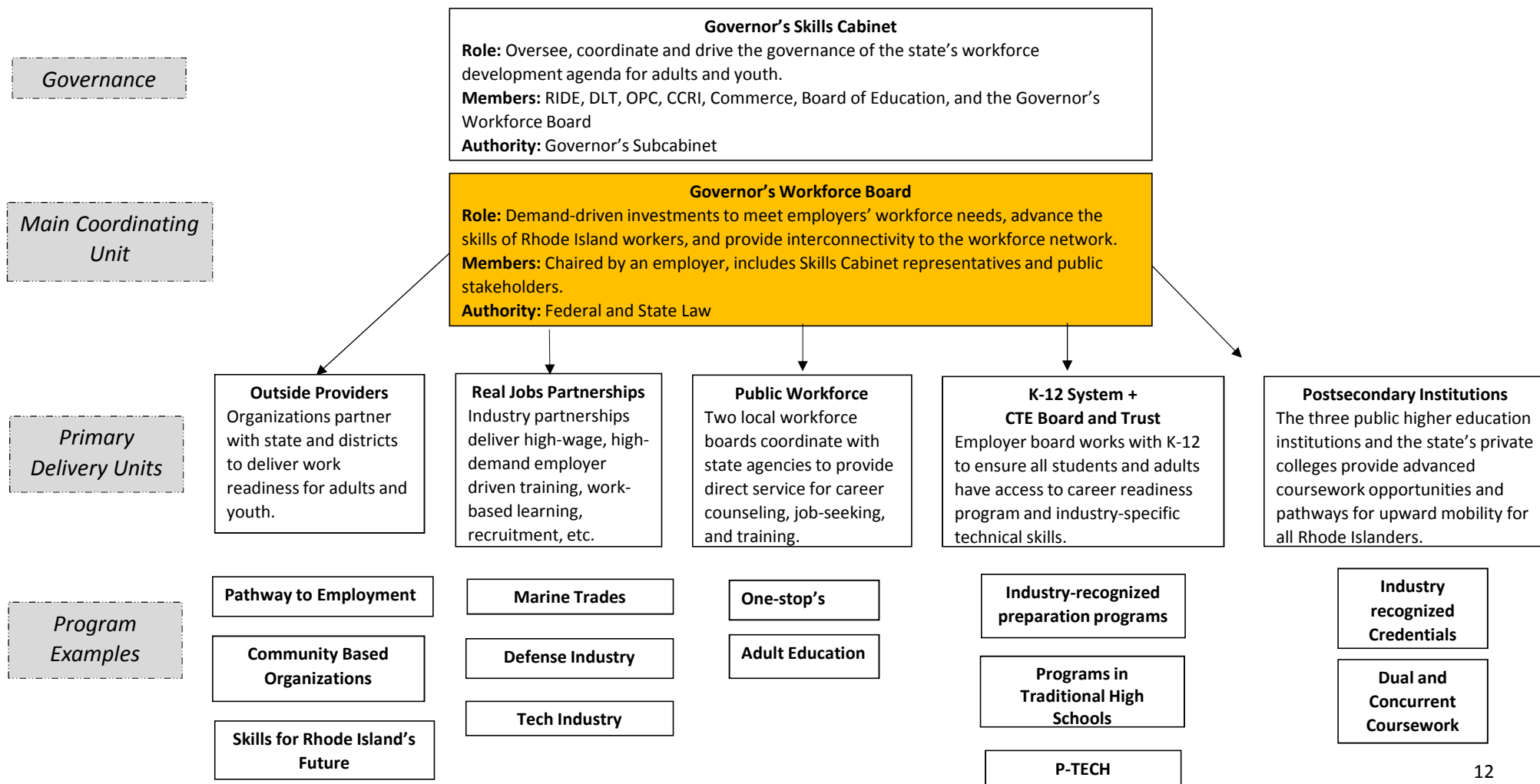
## The Governor's Workforce Board serves as the State and Federal Workforce Board

According to RI General Law, Title 42-102... the Governor's Workforce Board serves  
*"...as the primary policy-making body on workforce development matters for the State of Rhode Island, with statutory responsibility and authority to plan, coordinate, fund and evaluate workforce development activities in the state."*

The GWB consists of 21 members representing business, labor, education, community, and government who establish workforce development policy and plans, and allocate state Job Development Funds (JDF).

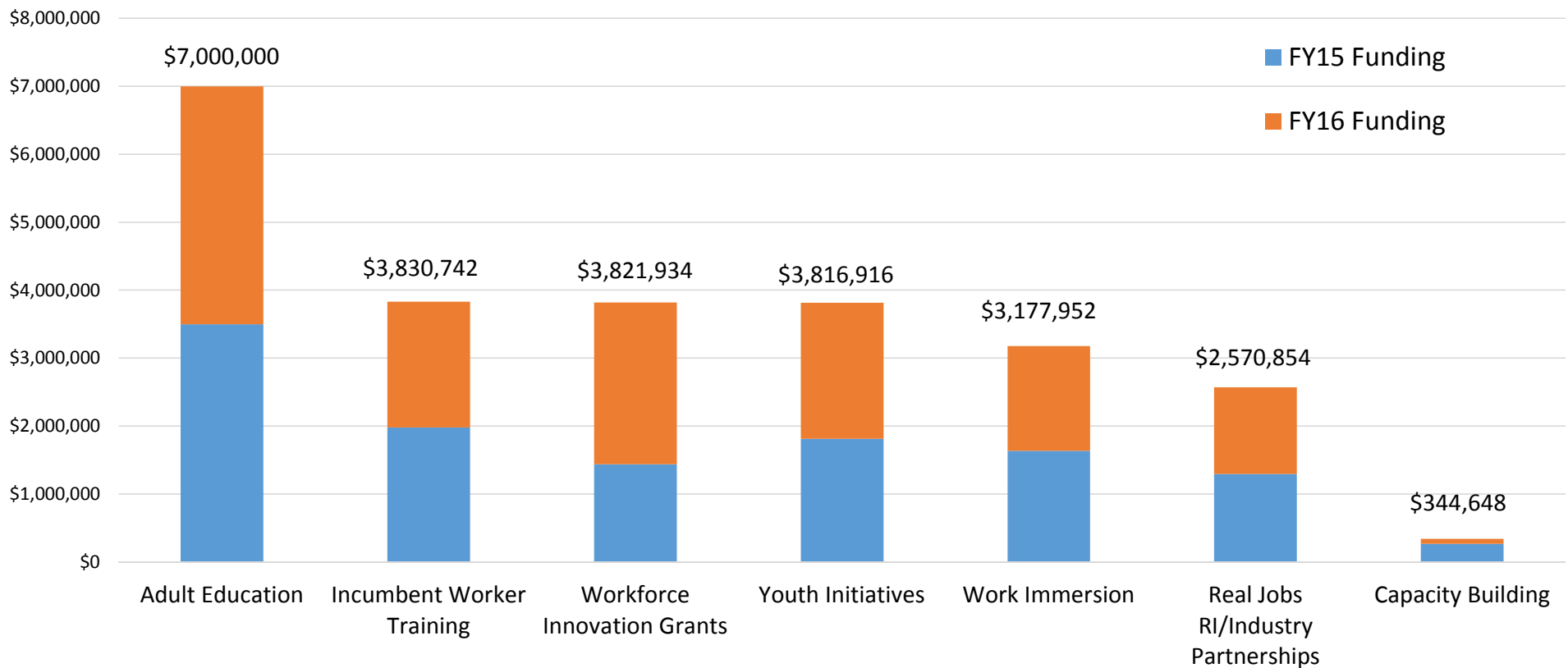
GWB members also serve as the State Workforce Investment Board to oversee federal the Workforce Innovation and Opportunity Act.

# Rhode Island Demand-Driven Workforce Delivery Map



# The Governor's Workforce Board invests in ALL Rhode Islanders

FY15-16 JDF Funds Awarded by Program



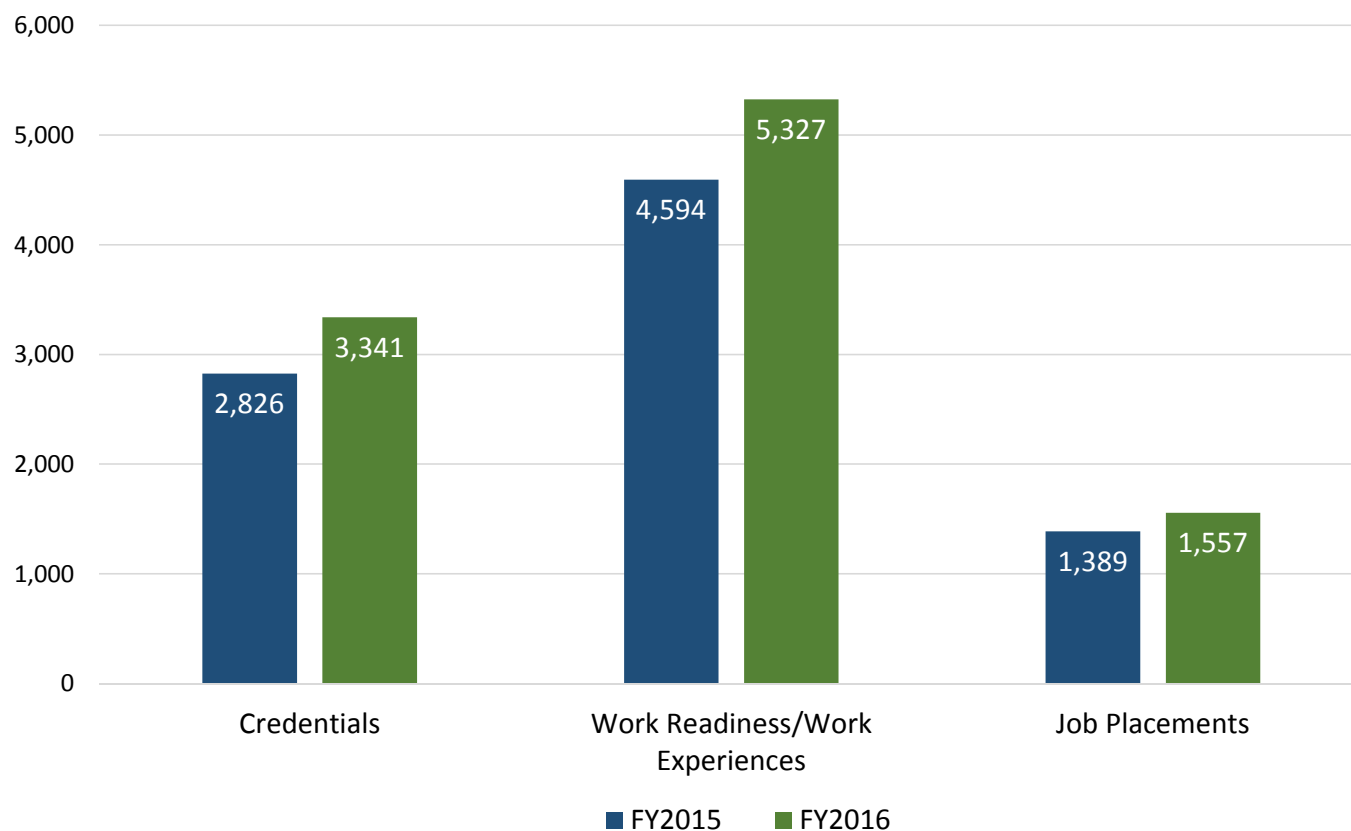
# We've made great progress over the past two years

25,489

Individuals served by JDF  
funds from FY15-FY16

\$24.6 M

JDF Funds Awarded  
from FY15-16



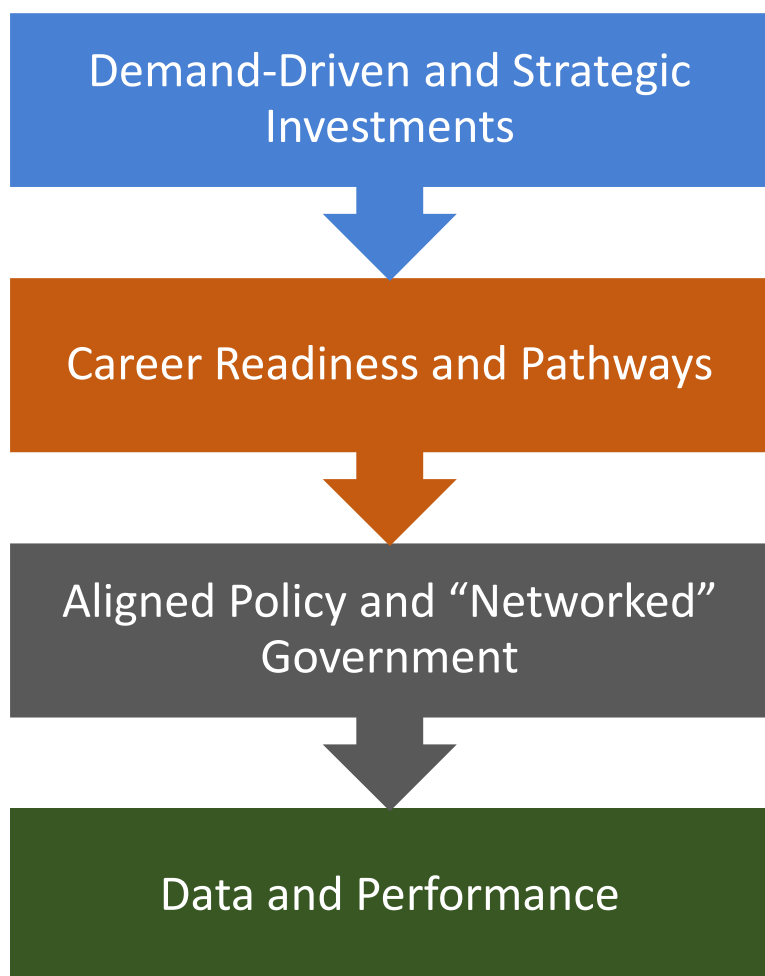
# We don't need to come up with a whole new plan- we already know where we need to go...

The Governor's Workforce Board's Biennial Action Plan for FY18-FY19 can build on recent plans that highlight the skills gap, call for action to respond to employer's needs, and invest in creating career pathways for youth and adults:

- Workforce Innovation Opportunity Act (2016)
- Comprehensive System Improvement Plan (2015)
- RI Senate's "Rhode to Work" Action Plan (2014)



...we just need to execute and use the right tools to get us there.



1. **Align investments with Brookings Industry clusters demand-driven and strategic investments**, to meet employer demand, establish a pipeline of skilled workers for future demand, and ensure particular populations are prioritized.
2. **Advance a career pathway strategy** to provide employment, education, training and support services for individuals, particularly those with barriers to employment, that will ensure an opportunity to develop their education and skills to prepare them for a job at various points in their life.
3. **Align policy** and leverage existing government structures and resources so that government is “networked” and coordinated to achieve efficiencies and effectiveness throughout the workforce system.
4. **Analyze** investments as it relates to high-growth industries, evaluate performance to measure return on investments, and use data to guide future investments and policies.